

Agency 120

Human Rights Commission**Recommendation Summary**

Dollars in Thousands

	Annual FTEs	General Fund State	Other Funds	Total Funds
2003-05 Expenditure Authority	47.7	4,795	1,660	6,455
Total Maintenance Level	47.7	5,097	1,677	6,774
Difference		302	17	319
Percent Change from Current Biennium	0.0%	6.3%	1.0%	4.9%
Performance Changes				
General Inflation		(14)	(5)	(19)
Staff Training		46		46
Subtotal		32	(5)	27
Total Proposed Budget	47.7	5,129	1,672	6,801
Difference		334	12	346
Percent Change from Current Biennium	0.0%	7.0%	0.7%	5.4%
Total Proposed Budget by Activity				
Civil Rights Complaint Investigation	40.0	2,869	1,711	4,580
Civil Rights Education and Outreach		23	49	72
Commission Activity	.4	113		113
Administrative Activity	7.3	2,124	(88)	2,036
Total Proposed Budget	47.7	5,129	1,672	6,801

PERFORMANCE LEVEL CHANGE DESCRIPTIONS**Staff Training**

The agency does not have a training budget, but training is an important element necessary to prepare the agency for civil service reform. Funding is provided to enhance professional performance.

ACTIVITY DESCRIPTIONS**Civil Rights Complaint Investigation**

The mission of the Human Rights Commission is to enforce Washington State laws against discrimination. The commission works to eliminate and prevent discrimination throughout the state in employment, real estate transactions, credit and insurance transactions, and in places of public accommodation based on race, creed, color, national origin, sex, marital status, familial status, and disability.

Civil Rights Education and Outreach

Upon request, the commission provides specially tailored training to employers, labor organizations, housing providers, and community groups.

Commission Activity

The Governor appoints the five Human Rights Commissioners to staggered five-year terms. They provide the policy framework for the agency and appoint the executive director. Commissioners make the final determination on all complaints investigated by staff, except for those reasonable cause cases that are certified for hearing before an administrative law judge. The commissioners meet monthly at locations around the state.

Administrative Activity

Administrative support provides the infrastructure to ensure that the core work of the agency can be done efficiently and effectively.